



DEPARTMENT OF THE ARMY
HEADQUARTERS, III CORPS AND FORT HOOD
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FORT HOOD, TEXAS 76544-5000

DEC 15 2014

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**COMMANDING GENERAL'S
POLICY LETTER # 14**

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity (EO) Program and Complaint Procedures

1. REFERENCE. Army Regulation 600-20, Army Command Policy, Chapter 6 and Appendix C, 22 October 2014.

2. APPLICABILITY.

a. This policy applies to all Soldiers, active or reserve, assigned or attached to III Corps and Fort Hood units, tenant activities and Partners in Excellence organizations/activities, regardless of location, as well as their Family members.

b. This policy:

(1) Applies both on- and off-post, during duty and non-duty hours.

(2) Applies to working, living, and recreational environments (including on- and off-post housing).

3. PURPOSE. The Equal Opportunity (EO) Program formulates, directs, and sustains a comprehensive effort to maximize human potential and to ensure fair treatment for all persons, based solely on merit, fitness, and capability in support of readiness. The EO philosophy is based on fairness, justice, and equality. Commanders are responsible for sustaining a positive EO climate within their units.

4. POLICY.

a. I am totally committed to equal opportunity and the Army Equal Opportunity Program. This command will provide equal opportunity and fair treatment to all military personnel and their Family members without regard to race, color, religion, gender, or national origin, and will also provide an environment free of unlawful discrimination and offensive behaviors.

b. I will not tolerate any form of discrimination in this command. The EO complaint process is designed to investigate allegations and resolve complaints at the lowest level in

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a timely manner. If a person feels discriminated against based on race, color, religion, gender, or national origin, he or she should not hesitate to report the issue in accordance with Appendix C, AR 600-20 to the unit chain of command, or alternatively to someone in a higher echelon of the complainant's chain of command; Inspector General; Chaplain; Provost Marshal; medical agency personnel; Staff Judge Advocate; or Chief, Community Housing Referral and Relocation Services Office. Complaints by civilian personnel alleging discrimination should be handled in accordance with the procedures contained in AR 690-600, or as described in DoD and Department of the Army policy implementing 10 USC 1561, or as provided for in any applicable collective bargaining agreement.

c. We must protect all Soldiers, Family members, and DA Civilians from intimidation, reprisal, or harassment for filing EO complaints. No Soldier or employee may take or threaten to take an unfavorable personnel action, or withhold or threaten to withhold a favorable personnel action, in reprisal against any person for filing a complaint. If an allegation of reprisal is made known to any agency authorized to receive complaints, the agency will refer the complaint to the Inspector General. Individuals are responsible for advising the command of the specifics of the complaint and providing the command an opportunity to take appropriate action to rectify/resolve the issue. All formal EO complaints will be processed by an Equal Opportunity Advisor (EOA).

d. Every commander, director, and supervisor will set the appropriate example with regard to EO and will take appropriate action to create and sustain an effective program by eliminating discriminatory behaviors and practices that undermine teamwork, mutual respect, loyalty, and shared sacrifice of the men and women of America's Army. Leaders will also seek to eliminate even the inadvertent discrimination that may impact unit cohesion and combat readiness by promoting a climate of equal dignity and respect for all professionals in our ranks.

5. PROPONENT. The proponent for this policy letter is the III Corps and Fort Hood Equal Opportunity Office at (254) 287-6242.

6. EXPIRATION. This III Corps and Fort Hood Command Policy Memorandum supersedes Command Policy EO-01, dated 11 April 2013. This policy will remain in effect until superseded or rescinded.



SEAN B. MacFARLAND
LTG, U.S. Army
Commanding

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